



Office of Human Rights and Human Rights Commission



**Annual Report
2007**

MESSAGE FROM THE COUNTY EXECUTIVE

Dear Fellow Citizens:



We have much to be proud of in Howard County. Our top-rated school system, our nationally recognized parks and recreational facilities, and our excellent libraries all reflect the diligence and hard work of our citizens, as well the overarching principles of our community—diversity, acceptance, and opportunity.

The Office of Human Rights and the Human Rights Commission are the torchbearers of these shared values and both are tasked with translating the principles into practices. The Office and Commission are also responsible for enforcing the Human Rights laws of Howard County, ensuring that all citizens can live happy, productive lives free of discrimination.

I congratulate the Office of Human Rights, the Human Rights Commission, and all the volunteers who work diligently to make Howard County a place where all citizens can enjoy equally the benefits of our community.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Ulman'.

Ken Ulman

County Executive

“Working Together for Acceptance, Diversity and Opportunity”

MESSAGE FROM THE HUMAN RIGHTS ADMINISTRATOR

Dear Fellow Citizens:

It has been said that the only constant is change and this has certainly been the case for the Howard County Office of Human Rights over the past year. One obvious change in 2007 was my joining the office as Administrator in February 2007. This has been another busy and productive year for our office and I am pleased to have the opportunity to present my first annual report. This report will outline our progress, present our goals, targets, challenges and accomplishments for the year.

I would also like to thank County Executive Ken Ulman for entrusting me with carrying forth his vision of acceptance, diversity and opportunity and to enhance the knowledge of the citizens of Howard County about the basic rights and freedom to which all human beings are entitled.

We are unified as people of this County by our values, respect for one another, civility towards all, and transcendent goodness which binds our superlative quality of life. While we may not always adhere to these values, they are indeed our enduring goals.

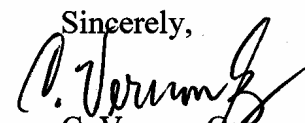
The Office of Human Rights and the Human Rights Commission have specific responsibility of ensuring the realization of these principles. I take special pride in administering and enforcing my life-long belief that all citizens should live a quality of life free of discrimination, and that each of us has an obligation to ensure the same.

This year has been extremely productive and the focus of our Office has continued to be on enforcement and education. We have addressed numerous complaints, offered informational sessions, connected with young people, participated on diversity panels, had meetings with recruits, the business community, the realtors and state, local and federal community partners.



The Martin Luther King, Jr. Holiday Commission continued its excellent programming of recognizing the life and legacy of Dr. King.

While there are still many challenges to be met, the past year has been one of significant accomplishments. I would like to thank the staff, all the Commission members, and volunteers for their diligent work and passionate belief in the dignity and rights of the people. Together we will continue to ensure that Howard County is a place of which all citizens are proud.

Sincerely,

C. Vernon Gray
Administrator

OHR Staff

Administrator

Dr. C. Vernon Gray

Investigative Staff

Mary M. Campbell, Senior Investigator and Compliance Officer

Mabel B. Canada, Investigator

Walter Shook, Intake Investigator

Phillip Leo Wise, Investigator

Outreach Staff

Amrana Ali, Community Outreach Coordinator

Charlotte Beckenstein, Community Outreach Coordinator

Administrative Staff

Evelyn Boulware, Office Manager

Kathy Darity, Administrative Assistant

Mission Statement

The Office of Human Rights was established in 1975 by the County Executive and County Council and functions pursuant to the Howard County Code, Section 12.200-12.205. The responsibilities of the Office of Human Rights are: to investigate complaints of discrimination, to resolve complaints by conference, to conciliate or litigation and to enforce the Howard County Human Rights law. In addition, the Office serves as a catalyst in fostering attitudes and beliefs among Howard County citizens to insure that all individuals have an equal opportunity to pursue lives free of discrimination.

In performing this responsibility the Office of Human Rights investigated 90 complaints, closed 85 cases and participated in community programs as well as cooperated with public agencies and private groups on educational programs.

Complaint Process

Any individual may file a complaint with Office of Human Rights by completing a complaint form alleging a violation of the Howard County Code. It is unlawful for anyone to discriminate against any person because of race, color, creed, national origin, occupation, age, familial status, marital status, sex, personal appearance, political opinion, sexual orientation, physical or mental disability, religion or source of income in the areas of housing, employment, public accommodation, law enforcement and/or finance (lending institutions).

Office of Human Rights

A Fair Employment Practice Agency

The Equal Employment Opportunity Commission (EEOC) is authorized by statute to use the services of state and local Fair Employment Practice Agencies (FEPA), like the Howard County Office of Human Rights, to assist in meeting its mandate to enforce Title VII of the Civil Rights Act of 1964, as amended, and the Americans with Disabilities Act (ADA).

The Office of Human Rights has been a FEPA designee since 1984. This is quite an honor for the Office of Human Rights and a confirmation of the quality of its investigative abilities. Additionally, EEOC has named the Office of Human Rights as a “certified acceptance” agency. This means that the Office of Human Rights has consistently met the contractual requirements to EEOC’s satisfaction, and that EEOC accepts OHR’s case decisions.

Pursuant to Congressional mandate to establish an integrated system for more expeditious resolution of employment discrimination charges, the EEOC has committed itself to continued development and enhancement of such a system in partnership with Fair Employment Practices Agencies such as the Howard County Office of Human Rights.

2007 Total Caseload Analysis

The following tables provide a statistical report of the complaints and monetary settlements for the year 2007:

Table 1 - Total EEOC Cases Filed with OHR

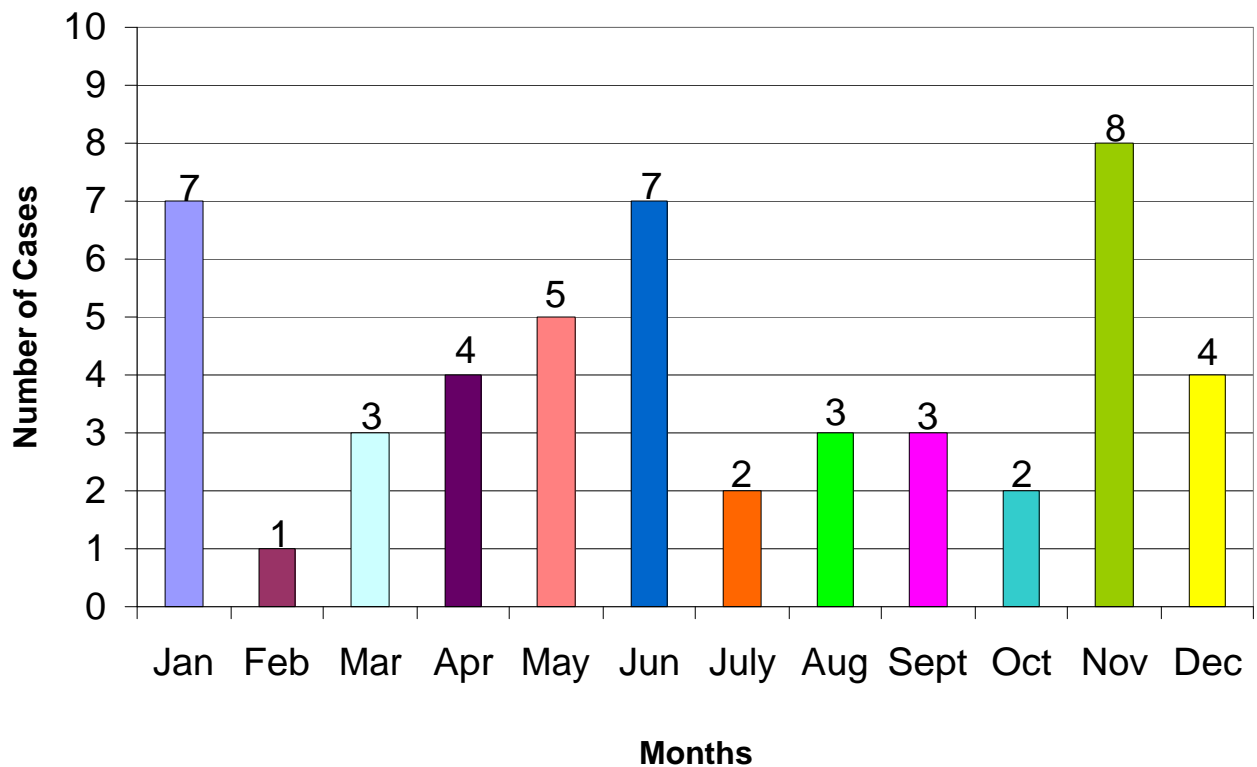
Table 2 - Caseload Analysis by Area and Basis

Table 3 - Caseload Analysis by Area

Table 4 - Monetary Settlements

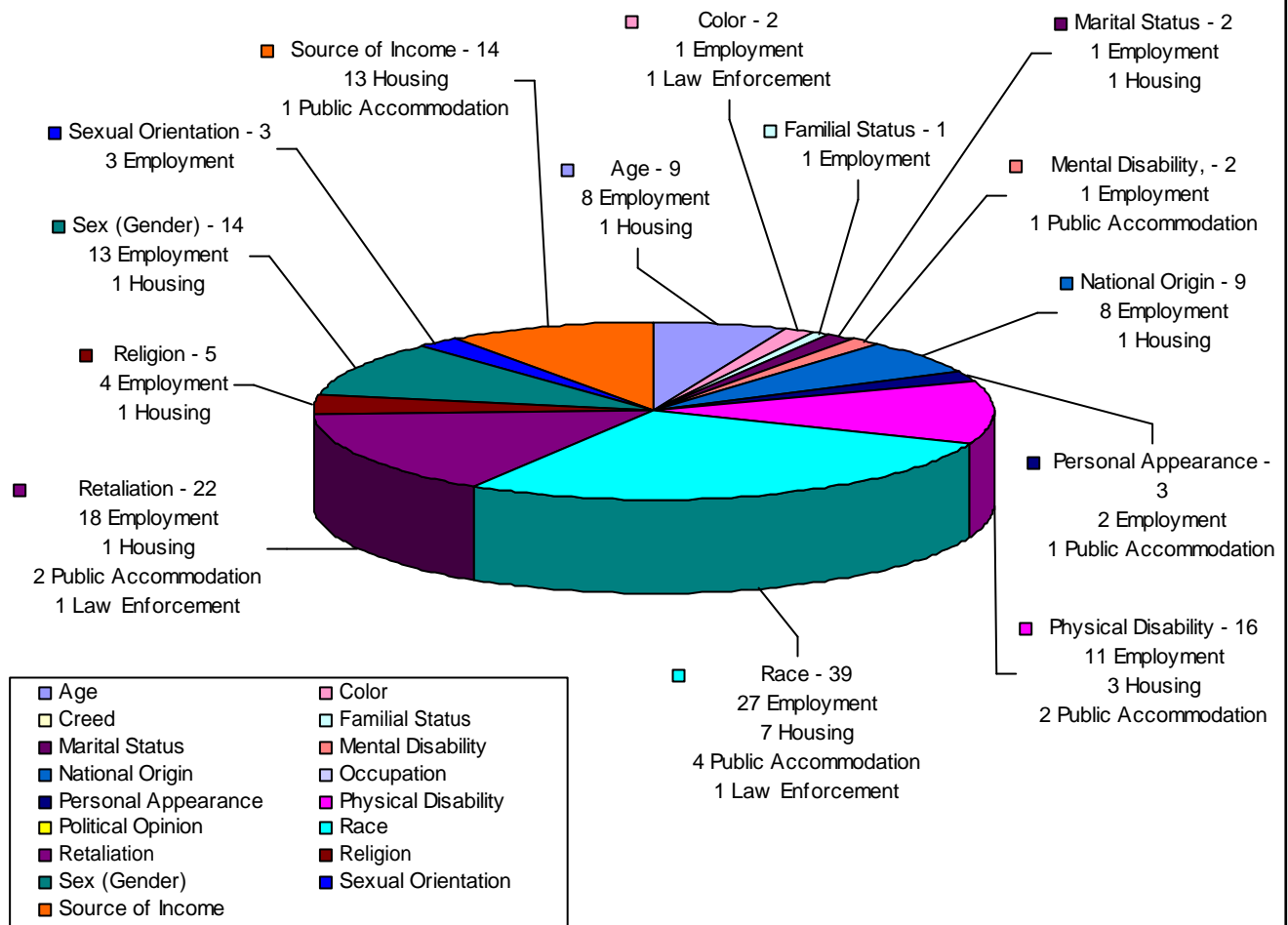
Table 5 - Case Findings

Table 1
Total EEOC Cases Filed with OHR



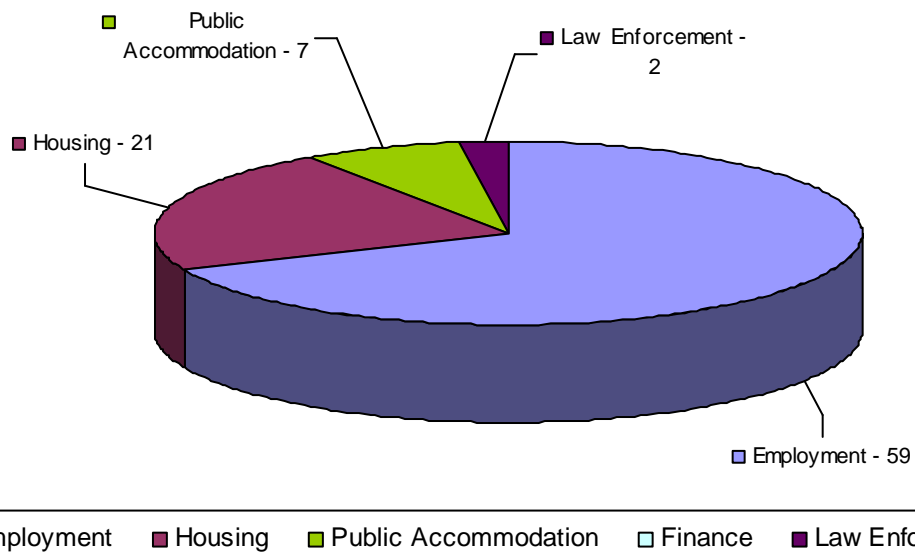
Note: The Office of Human Rights has a Work Sharing Agreement with the Equal Employment Opportunity Commission. Cases are cross filed with both the Equal Employment Opportunity Commission and the Office of Human Rights. The Equal Employment Opportunity Commission may also refer cases to the Office of Human Rights. In either situation, the Office of Human Rights does the investigation.

Table 2
2007 Caseload Analysis by Area and Basis



This diagram shows the areas covered by the Howard County Human Rights law – employment, public accommodation, housing, law enforcement and finance and the 15 bases or protected categories of law for which it is illegal to discriminate. The numbers reflect the number of cases for 2007 for each basis. For example under the race basis, there were 39 complaints - 27 were employment, 7 housing, 4 public accommodation and 1 law enforcement.

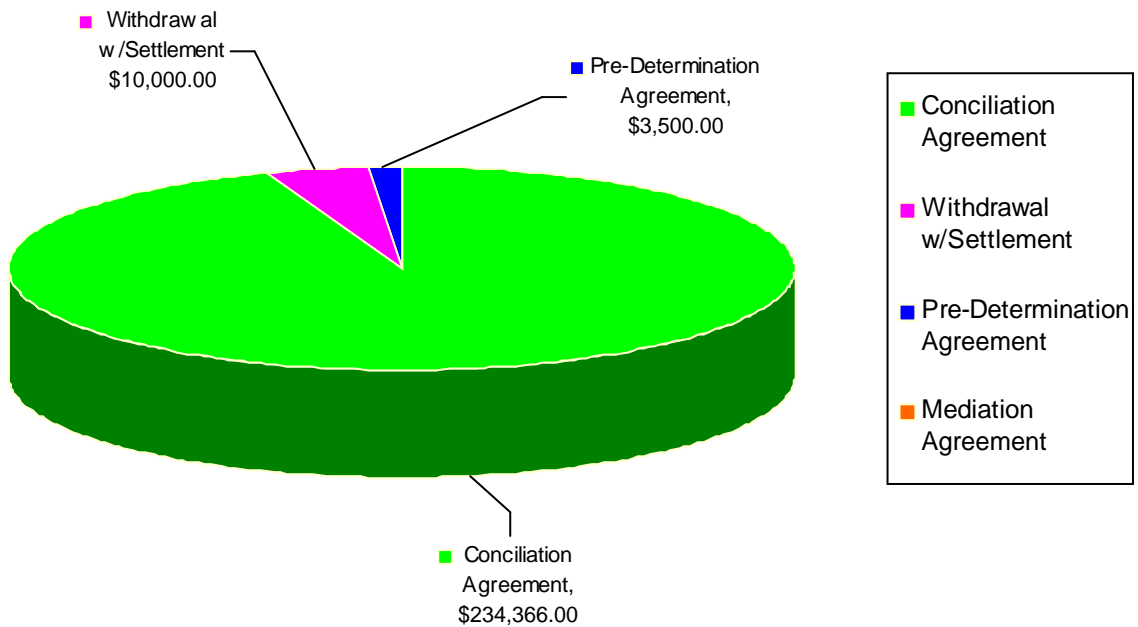
Table 3
Caseload Analysis by Area



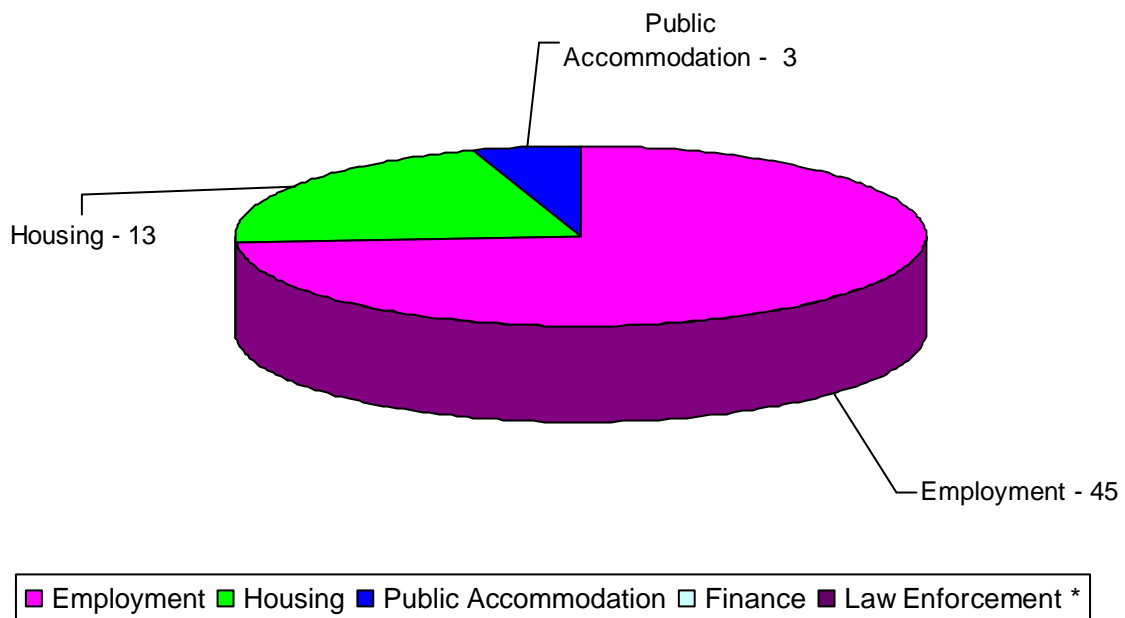
This diagram shows the number of cases by area.

Table 4
Monetary Awards Gained through OHR Intervention

Compensation

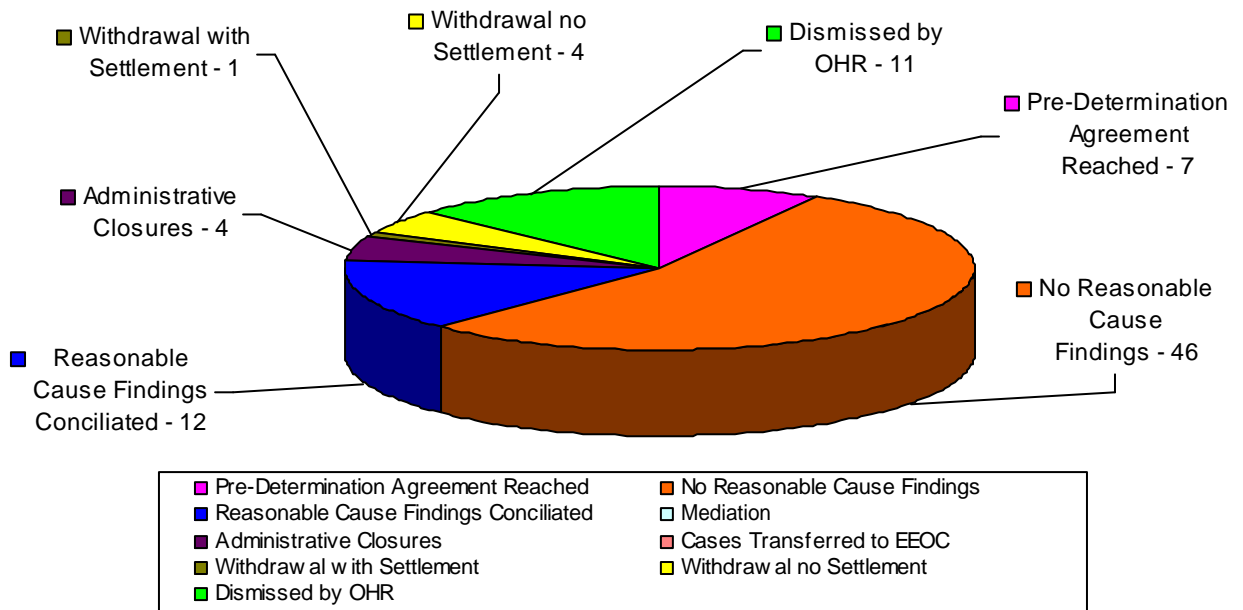


In 2007, Complainants cash settlements were \$247,496.00 cash or equivalent for discrimination violations. The awards were the result of pre-determination agreements, mediation agreements and conciliation settlement agreements negotiated by OHR. There were also non-monetary remedies awarded, including training of staff, policy changes, new rental leases, apologies, and reinstatement. Some Complainants entered into private confidential agreements with Respondents in which the Complainants received monetary awards, and then formally withdrew their complaints from OHR. Those amounts are not reflected in the chart.

Table 5 - 2007 Case Findings

This diagram shows the number of case findings of reasonable cause where discrimination occurred or no reasonable cause that discrimination did not occur.

*Law Enforcement complaints are investigated by Internal Affairs Division of the Howard County Police Department. Therefore OHR does not issue findings in that area.

Table 6 - 2007 Case Closures

There were 85 cases closed in 2007. However, some of the cases closed in 2007 were filed prior to 2007.

Hate-Bias Impact Panel (HBI)

Mission

The purpose of the HBI Panel and its supporting task force is to foster awareness, educate, promote understanding of, and to eliminate hate bias incidents and/or crimes in our community.

Overview of the Hate-Bias Panel

- Initiated in 1998, with the cooperation of the Office of Human Rights (OHR), the Human Rights Commission (HRC), the District and Circuit Court Judges, Police Department, Sheriff's Office, Office of the State's Attorney, and advocacy groups from the community
- Begun as a legal response to hate crimes
- Patterned after the Mothers Against Drunk Drivers (MADD) Victim Panel (with their permission),
- Protecting all groups under law who are represented on the task force and have equal voice in program development

Goals

To formulate effective proactive and reactive measures for all groups protected by federal, state, and local law. This includes, but is not limited to:

- Formulating diversity and tolerance education programs using the Panel,
- Creating public service announcements that serve to inform the public that Howard County will not tolerate these types of incidents or crimes,
- Assuring that all hate bias crimes are reported correctly and prosecuted fully,
- Responding to a community and/or individual who has been victimized by a hate-bias incident, and
- Forming a unified link with the States Attorney's Office, Police Department, Sheriff's Office, OHR, HRC, Board of Education and any group(s) that represent those protected under the hate-bias statute.

HBI Task Force Members

Patricia Davis – Human Rights Commission Chair

Cpl. Jennifer Reidy-Hall – Howard County Police Department

Charles Tracy – Mediation and Conflict Resolution Center¹

Rufus F. Clanzy – Former Administrator, Office of Human Rights (retired in 2007)

C. Vernon Gray – Office of Human Rights Administrator

Jeffrey Dreifuss – Jewish Federation of Howard County

Roy Appletree – Foreign Information and Referral Network²

Mubariz Razvi - Member of Muslim Community

Colette Roberts – Parents and Friends of Lesbians and Gays

Judy Pasquantonio – Howard County Sheriff's Office

Mary M. Campbell – Office of Human Rights

Raymond Johnson – Council of Elders

Jacques Fein – Howard County Jewish Federation

Lisa Healy – Howard County Sheriff's Office



Only one Panel met in 2007. The panel was arranged for an adult sent by the Court for an assault against an African American arresting officer. The perpetrator used a series of racial epithets against the officer during a fight. The Task Force Panel consisted of an African American Police Officer and Mr. Rufus F. Clanzy. *A Time for Justice* was the educational film used.

¹ Former member

² Served during 2007 and retired from FIRN

Hate-Bias Incidents

A hate bias incident (HBI) is an act of prejudice, hate or violence directed against individuals, groups or institutions because of race, religion, ethnic background or sexual orientation. HBIs are intended to cause harm and may result in physical injury, emotional injury or property damage.

Hate bias incidents pose a unique danger to society. Such acts affect the fundamental rights of the entire community, not just the immediate victim. These incidents cause tension and may erupt into violence among or between different groups.

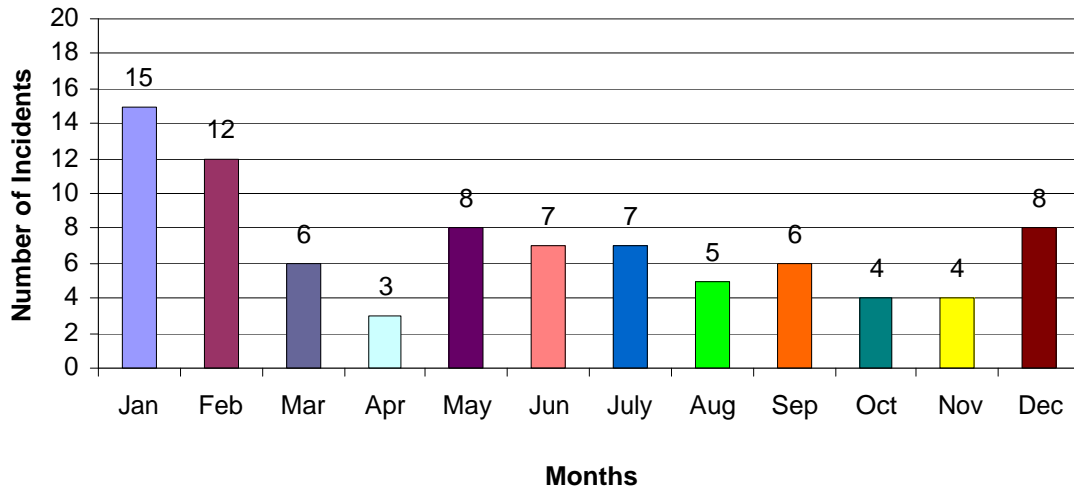
Certain types of incidents are crimes and, as with all crime, the police should be notified. If you think an incident has occurred, call and report it to the Howard County police immediately. You may also call the Office of Human Rights. It is not necessary for the reporter of an HBI to know whether or not the act is a crime. The police will determine which laws are involved.

When HBIs are reported, it helps to provide assistance to the victim and the community, to apprehend those responsible, to promote community harmony, and to alert local government.

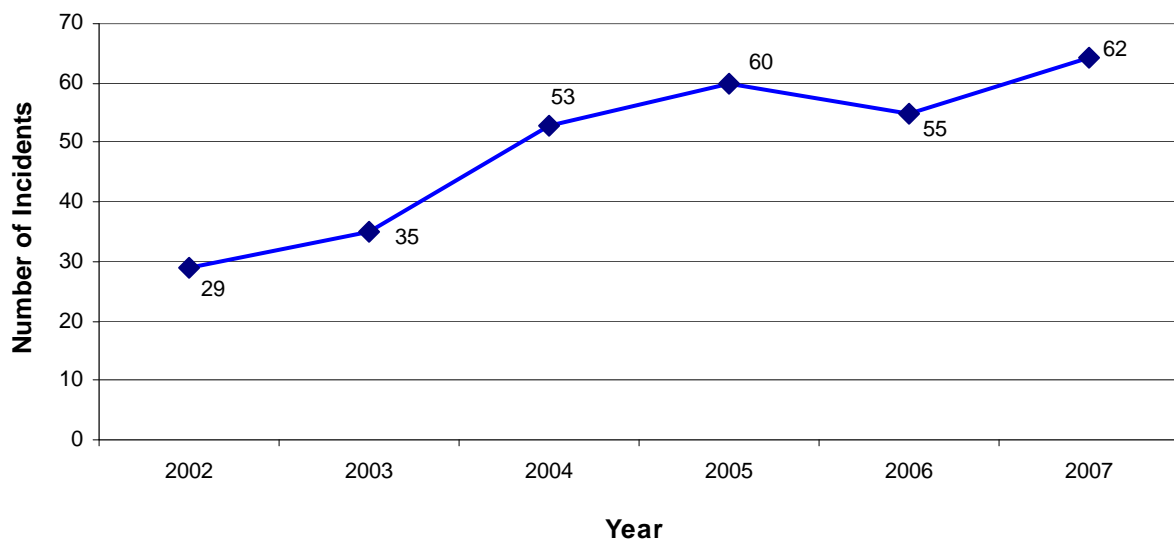
There were 62* HBIs reported in Howard County in 2007. A breakdown of these incidents are listed on the charts that follow.

*Basis and type may exceed the number of incidents reported because an incident may be classified under more than one base type.

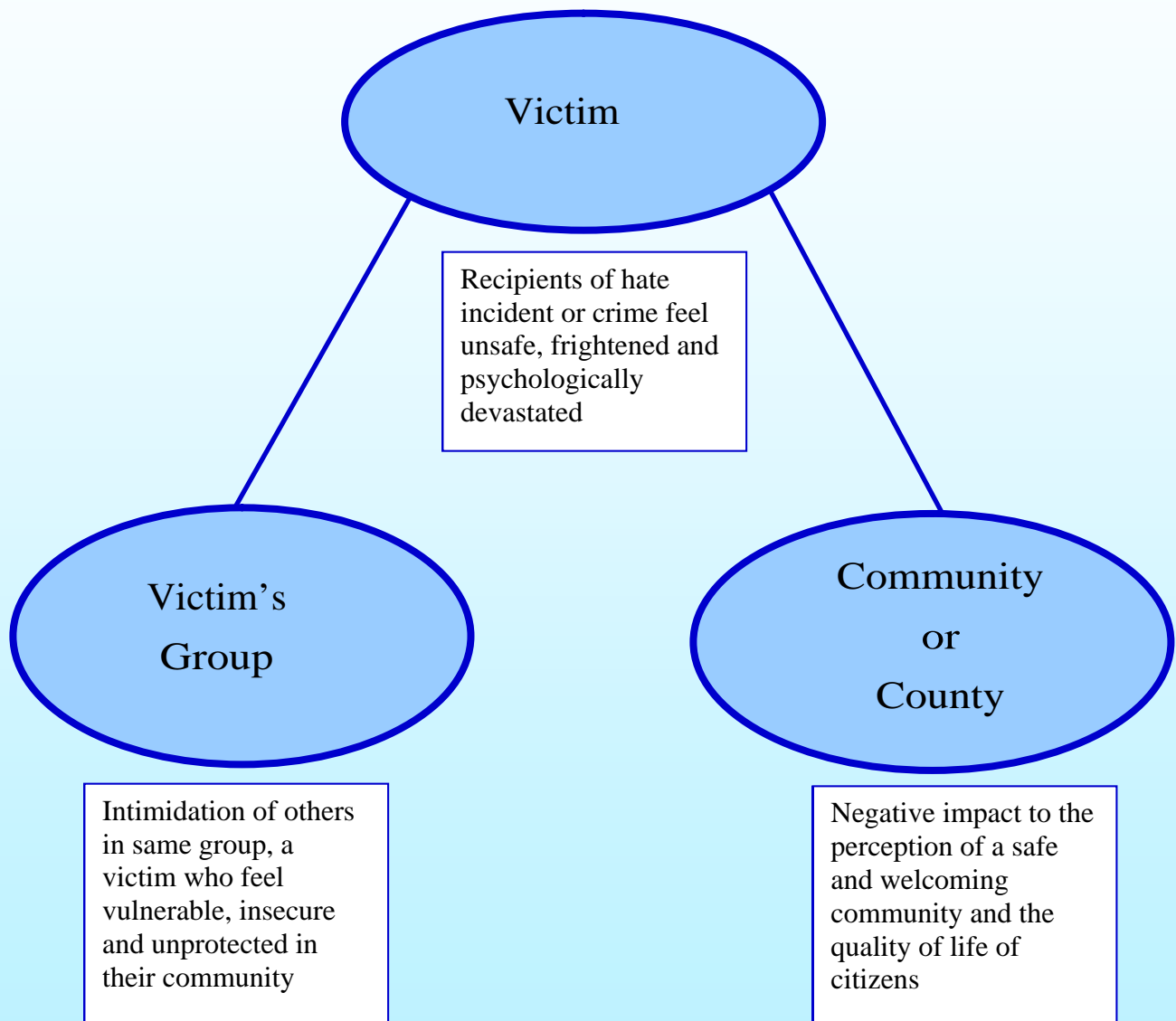
Hate-Bias Incidents 2007



**Hate-Bias Incidents
2002-2007**



Tripod of Hate Incident or Crime



Hate Acts

**Assaults
(Physical or Verbal)
Using Hate Language**

**Arson, including
burning of
crosses**

**Hate Markings on
Property**

Hate Graffiti

**Vandalism
with hate symbols**

**Hate Symbols used to
intimidate**

**Harassing
Phone Calls and Emails**

MESSAGE FROM THE HUMAN RIGHTS COMMISSION CHAIR

Dear Fellow Citizens:

As always, the Human Rights Commission strives to resolve human rights complaints among our citizens. Our goal is to create fair and just treatment. With the assistance of our legal counsel, the Commission has been active throughout the year promoting fair practices.

We have participated in several Martin Luther King, Jr. functions, the NAACP Freedom Fund Dinner, Human Rights Day in Annapolis and other community events promoting our mandate.

Members represent the Commission by being active participants with the Housing Department, the Hate Bias Task Force, the Public School System, Public Accommodation and Legislation. Of great importance is the matter of being able to work with our police department this year. We are a county of many cultures and diversities, so conflicts do arise. The police department is aware of these problems and is always ready to be of assistance. I am honored to serve as Chair of the Commission with a group of caring professional men and women.

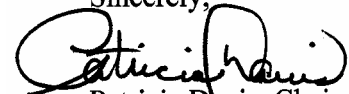
Again, this year the Commission sponsored the Fair Housing Poster contest in our county schools. Our students, as always, provide many wonderful posters. Students who present the winning posters are honored in a public reception and receive monetary awards. The public is invited to attend and meet these students who someday will be our future leaders.

The members wish to thank the Office of Law and the Office of Human Rights for all the well recognized efforts on our behalf. It is thru their help that we are successful in our endeavors.



Lastly, as Chair of the Commission, I want to express my sincere appreciation to the members of the Commission. These caring individuals are volunteers who take their time to attend meetings and other functions to foster good will and strive for human rights to each and every citizen of Howard County.

Sincerely,


Patricia Davis, Chair

Human Rights Commission

Human Rights Commission was established in 1969, and is composed of 11 members and a non-voting member, which is a student who is under 18 years old. Commissioners must live in the county and they represent the diversity of Howard County citizens.

The duties and responsibilities of the Commission are prescribed by law, and include recommending a civil rights policy to the County Executive and the County Council concurrently, the authority to make surveys and studies concerning human rights, conditions and problems, as well as, the authority to file a complaint when there is reason to believe a pattern or practice of discrimination exists.

Members of the Human Rights Commission

Patricia Davis, Chair

Term expires 3/1/10



Alfred Bracey

Term expires 3/1/12



Sung K. Chun, Vice Chair

Term expires 3/1/11



Grace Coffey

Term expires 3/1/10



Gary K. Hamer

Term expires 3/1/11



Deborah Hayes

Term expires 3/1/08



Sandra M. Holt

Term expires 3/1/09

Salman A. Hussain

Term expires 3/1/07



Asif Majid

Student Commissioner

Term expires 6/30/08



John N. Marshall

Term expires 3/1/08



J. Manuel Ocasio

Term expires 3/1/12

Resigned 12/2007



Noor Oweis

Student Commissioner

Term expires 6/30/07



Shellie Rogers

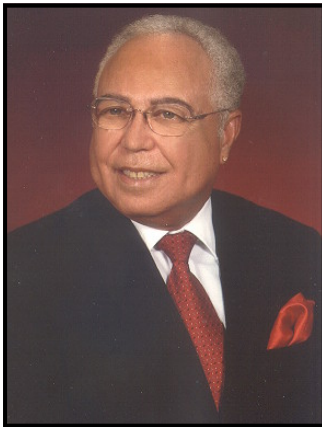
Term expires 7/30/12

Contact Information:

Office of Human Rights * 410-313-6430

“An Evening with the Commissioners”

The Human Rights Commission sponsored an “Evening with the Commissioners” program on March 22, 2007. The event was held to afford the public an opportunity to meet and interact with members of the Commission and to learn about the role and function of the Commission.



Alfred Bracey



Patricia Davis



Sung K. Chun



Grace K. Coffey



Deborah Hayes



Salman A. Hussain

Commissioners not pictured above: Gary K. Hamer, Sandra M. Holt, Asif Majid and Shellie N. Rogers.

Hall of Fame Awards Program

The Human Rights Commission held its Annual Awards Program on Thursday, November 15, 2007 in the Banneker Room, George Howard Building. This program recognizes the contributions of Howard County residents for their exemplary citizenship and dedicated leadership in working to eliminate discrimination.

2007 Recipients

Colette Roberts, Co-founder of Columbia – Howard County Chapter of PFLAG – Parents, Families and Friends of Lesbians and Gays

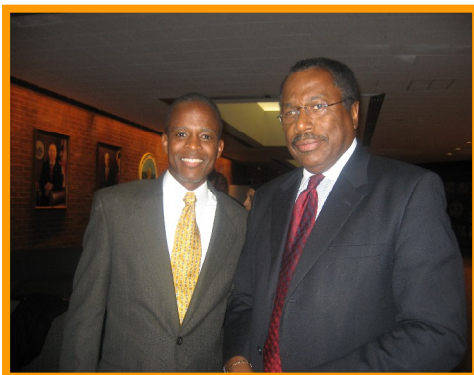
Reverend Robert A.F. Turner, Pastor, St. John Baptist Church and Founding President of the African American Coalition of Howard County.



From left: Commissioner Salman Hussain; Student Commissioner Asif Majid; Commissioner Deborah Hayes; Rev. Robert A.F. Turner; Colette Roberts; Commission Chair, Patricia Davis; Commissioner Grace Coffey; and Commissioner Shellie Rogers



From left above: Commissioner Deborah Hayes; Reverend Robert A.F. Turner; Colette Roberts; and Commission Chair, Patricia Davis.



Rev. Robert A.F. Turner; and Dr. C. Vernon Gray, Administrator OHR



Colette Roberts; Rev. Robert A.F. Turner; and Commissioner Grace Coffey

Fair Housing Poster Contest

- The Fair Housing Calendar contest began in 1986 under the aegis of the now defunct Community Housing Resource Board, Inc. The Human Rights Commission agreed to assume sponsorship in 1995 and produced its first calendar the following year.
- Like our predecessor, the Commission distributes calendars free of charge to Howard County Public School classroom teachers, the community, members of the Housing Commission, the Housing and Community Development Board, and of course, to the families of the contest winners. Prizes in the form of U.S. Savings Bonds are awarded to students selected as first, second, and third place winners.
- Our aim in sponsoring this contest is for students to learn how discrimination in an area as fundamental and basic as housing can impact one's choices and opportunities in life. And, we want them to know about Howard County's 15 protected classes. The contest is open to all Howard County public school students.

How are the posters judged?

- Entries are screened to ensure that all requirements have been met. During the selection process commissioners never know whose poster, or what school is being judged. The posters are displayed face up in categories of elementary, middle and high school. Commissioners select the ones they feel best illustrates the theme until they have one for each month. The Commission makes every attempt to ensure the process is as fair as possible, and believe this method achieves that goal.

Poster Contest Winners



Photo by Michael Laric

Front Row from left: Jordan Trainor; Mawuena Lassey; Frank Kou; Alison Venooker; Desmond Sessomes; and Jason Yon.

Back Row from left: Vernon Gray, HRC Executive Secretary; Kelly Scruggs; Patricia Davis, HRC Chair; Laura Chilcoat; Deborah Hayes, HRC Commissioner; and Salman Hussain, HRC Commissioner.

Not pictured: Gabriele Santos; Linda Wang, Kate Yoon, and Bo Park

2007 Fair Housing Poster Contest Participating Schools

Burleigh Manor Middle School
Centennial Lane Elementary School
 Elkridge Elementary School
Elkridge Landing Middle School
 Ellicott Mills Middle School
Forest Ridge Elementary
 Harper's Choice Middle School
Lime Kiln Middle School
 Longfellow Elementary School
Manor Woods Elementary
 Marriotts Ridge High School
Murray Hill Middle School
 Reservoir High School
Waverly Elementary School

Poster Contest Winners

First Place

Jordan Trainor, Grade 5 Forest Ridge Elementary	Jason Yon, Grade 6 Ellicott Mills Middle School
Kelly Scruggs, Grade 9 Marriotts Ridge High School	



Second Place

Frank Kou, Grade 2 Centennial Lane Elementary School	Desmond Sessomes, Grade 7 Marriotts Ridge High School
Laura Chilcoat, Grade 9 Marriotts Ridge High School	

Poster Contest Winners

Third Place

Mawuena Lassey, Grade 5 Forest Ridge Elementary	Gabriele Santos, Grade 7 Lime Kiln Middle School
Bo Park, Grade 10 Reservoir High School	

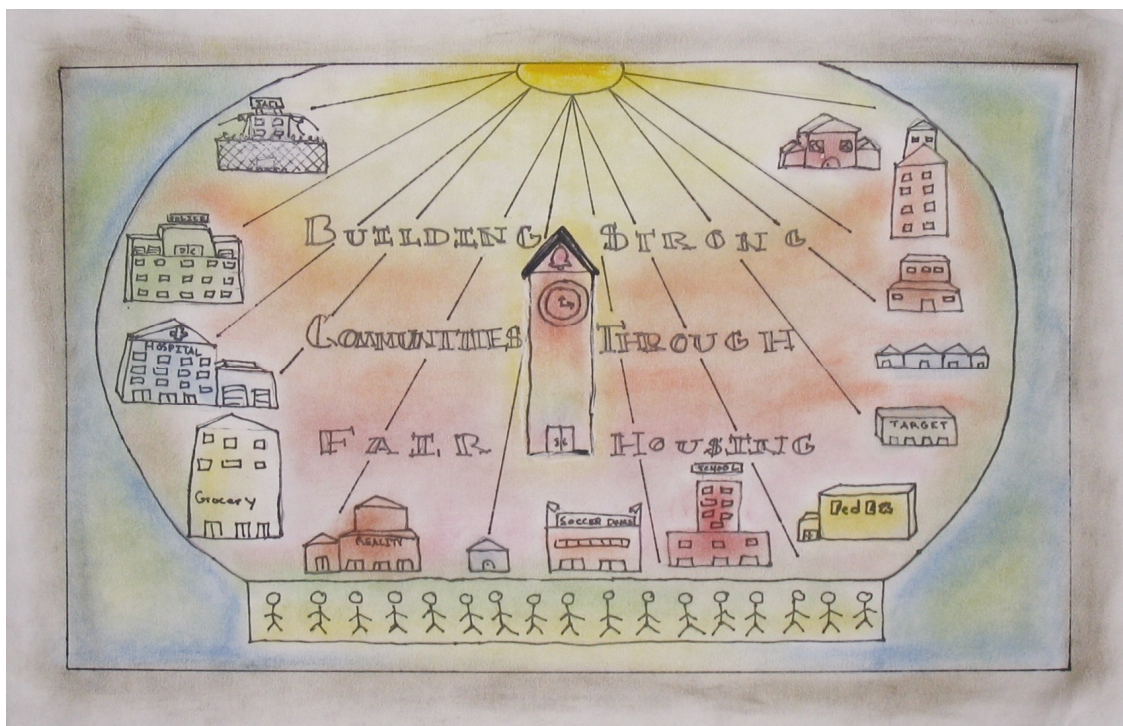


Honorable Mention

Alison Venooker, Grade 5 Manor Woods Elementary School	Linda Wang, Grade 6 Burleigh Manor Middle School
Kate Yoon, Grade 10 Reservoir High School	

Poster Contest Winners

POSTER – JANUARY 2008: GABRIELE A. SANTOS, GRADE 7, LIME KILN MIDDLE SCHOOL

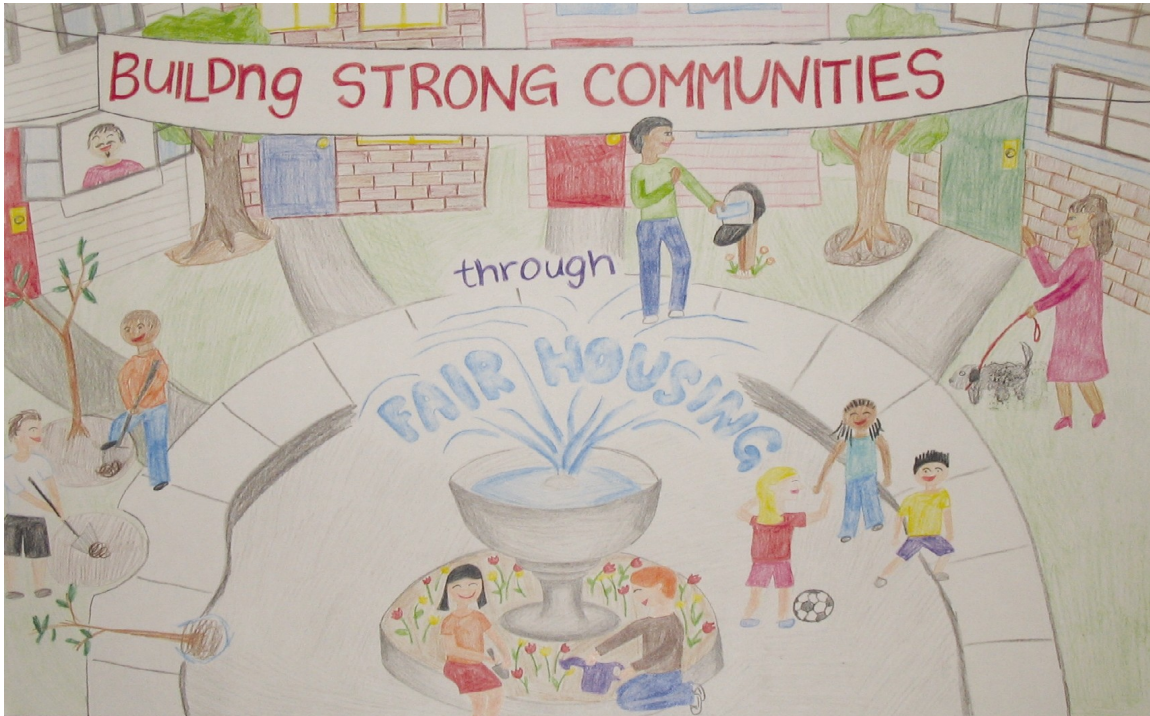


POSTER – FEBRUARY 2008: KATE YOON, GRADE 10, RESERVOIR HIGH SCHOOL

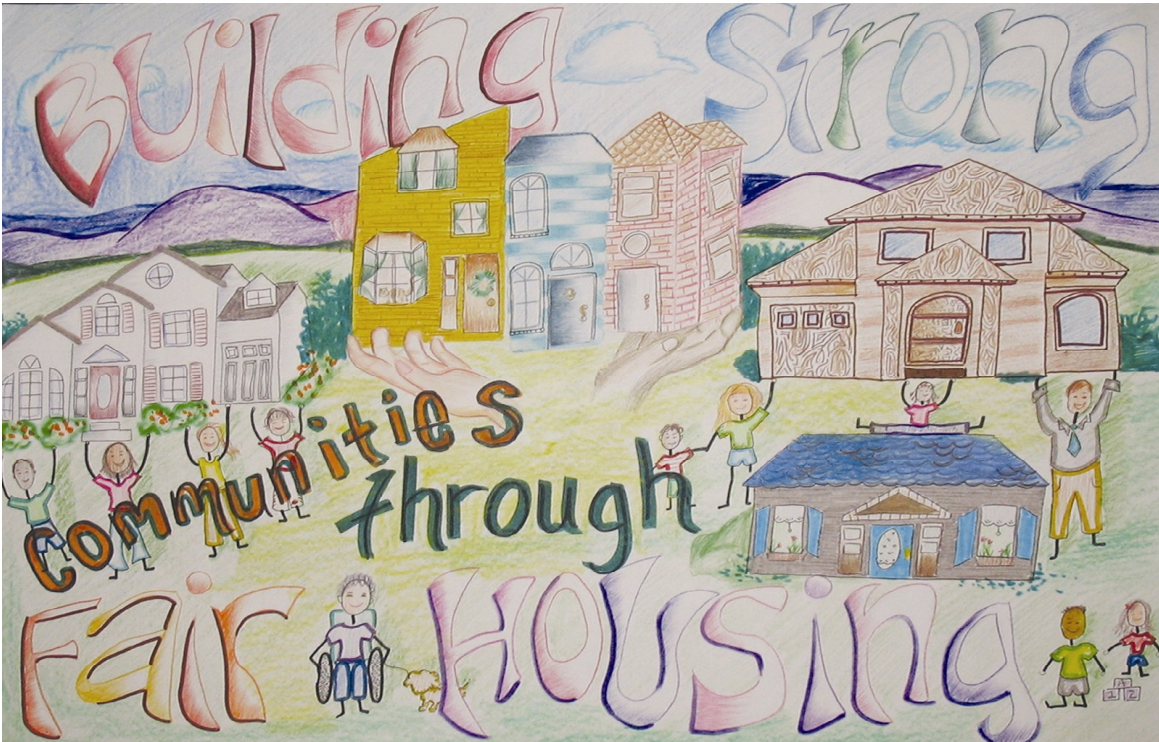


Poster Contest Winners

POSTER – MARCH 2008: BO PARK, GRADE 10, RESERVOIR HIGH SCHOOL

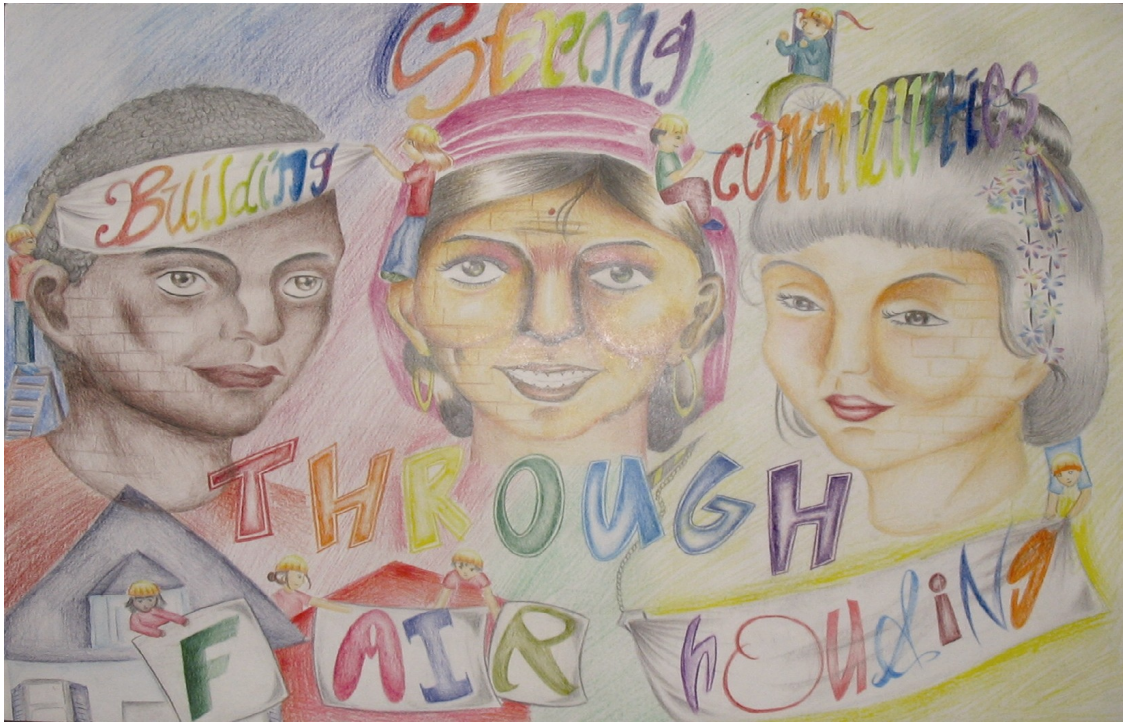


POSTER – APRIL 2008: LAURA CHILCOAT, GRADE 9, MARRIOTT'S RIDGE HIGH SCHOOL



Poster Contest Winners

POSTER – MAY 2008: KELLY SCRUGGS, GRADE 9, MARRIOTTS RIDGE HIGH SCHOOL



POSTER – JUNE 2008: LINDA WANG, GRADE 6, BURLEIGH MANOR MIDDLE SCHOOL



Poster Contest Winners

POSTER – SEPTEMBER 2008: ALISON VENOOKER, GRADE 5, MANOR WOODS ELEMENTARY SCHOOL



POSTER – OCTOBER 2008: MAWUENA LASSEY, GRADE 5, FOREST RIDGE ELEMENTARY SCHOOL



Poster Contest Winners

POSTER – NOVEMBER 2008: FRANK KOU, GRADE 2, CENTENNIAL LANE ELEMENTARY SCHOOL



POSTER – DECEMBER 2008: JORDAN TRAINOR, GRADE 5, FOREST RIDGE ELEMENTARY SCHOOL



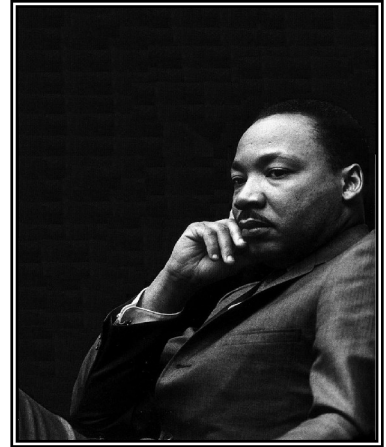
Dr. Martin Luther King, Jr. Holiday Commission

The Howard County Martin Luther King, Jr. Holiday Commission was established by order of the Howard County Executive to "...encourage and coordinate appropriate ceremonies and activities honoring Martin Luther King, Jr..."

The thirteen-member Commission meets one evening a month in the second floor conference room, Office of Human Rights, 6751 Columbia Gateway Dr., Columbia, MD, at which time, strategies are formulated for the forthcoming January commemoration of Dr. King.

County residents are continually sought to fill Commissioner vacancies, as well as fill positions on various subcommittees. Commissioners are appointed by the County Executive to serve an initial term of two years.

Persons interested in serving on the Commission should contact the Office of Human Rights, (410) 313-6430.



MLK COMMISSION MEMBERS

Adult Commissioners

Jason Brown, Chair
Term expires: 9/07

Pat Gordon
Term expires: 3/08

Kathy Headen
Term expires: 3/08

Randuulah Islam
Term expires: 3/08

Herb Malveaus
Term expires: 3/08

Tanya Ray
Term expires: 9/08

Bev Thomas
Term expires: 3/08

John Vernon
Term expires: 3/08

Student Commissioners

Aaron Brown
Term expires: 3/07

Cameron Cox
Term expires: 9/08

Stephanie Hunter
Term expires: 9/08

Anthony Ratiffe
Term expires: 9/08

Cameron Simmons
Term expires: 9/08

Brittany M. Harris
Term expires: 9/07

2007 Dr. Martin Luther King, Jr. Holiday Celebration

This year marked the 22nd anniversary of the Commission's establishment by Executive Order. The members of the Commission continually strive to improve Howard County's annual celebration and this year proved no different.

MLK Holiday Celebration

The 2007 Martin Luther , Jr. Holiday Commission celebration was held at the Smith Theatre on the campus of Howard County Community College. The theme was “Building on His Legacy for the Millennium.” The guest speaker was Dr. Walter Hill, Jr., Senior Archivist for African-American History at the University of Maryland. Musical performances were by Amber and Aryn Spry and SGI Women African Drummers. The mistress of ceremony was Gigi Barnette, WJZ Eyewitness News.

During the program, winners of the essay contest were given cash prizes and presented with plaques for their efforts in their respective categories. These students were:

Middle School Category

Leonard Jacques

Columbia Academy Middle School

\$200



9th/10th Grade Category

Brianna Bradford

Reservoir High School

\$300



11th/12th Grade Category

Maureen Harvie

Reservoir High School

\$500



Noor Oweis, a student at Mt. Hebron High School and a Human Rights Commissioner, orally presented her essay. A Commission Award was presented to Vernetta Myles, High School Adviser.

2006-2007 Activities

The Martin Luther King, Jr. Holiday Commission is comprised of three committees:

- Program
- Publicity
- Award

The 2007 Martin Luther King Holiday Commission celebration was highly successful with over 200 persons in attendance. A reception was held following the program.



Outreach Activities

Among the duties of the Office of Human Rights is to cooperate with public agencies and officials and community groups to protect and promote better human relations. The Office develops and participates in educational programs and outreach activities to heighten awareness of discrimination and the mission of the Office.

February 6, 2007

8th Annual Human Rights Day
Annapolis, Maryland
Sponsored by Coalition Opposed to
Violence and Extremism



February 11, 2007

Roots of Howard County
In Celebration of African American
History
C. Vernon Gray, Panelist



April 17, 2007

Discussion on Hate Crimes and HBI Task
Force and HCPD General Order #10
Howard County Police Recruits
Clarksville, Maryland



May 3, 2007

Vision Howard County Spring Forum
“Everyone Counts: Diversity,
Inclusiveness and Civility as Community
– Building Strategies
C. Vernon Gray, Panelist



May 5, 2007

30th Anniversary Celebration
Columbia Pro Cantare



May 7, 2007

Fair Housing Seminar
Meeting with Howard County Board of
Realtors to discuss seminars on Fair
Housing Laws.



June 2, 2007

Housing Fair
“Come Home to Howard”
Exhibit sponsored by the Department of
Housing & Community Development at
Oakland Mills High School
The Office of Human Rights had an
informational booth.



July 3, 2007

Diversity Forum
Howard County Police Academy #30



July 14-16

National Association of Counties (NACo)
Conference
Richmond, Virginia



Outreach Activities

August 1, 2007

Leadership U Class of 2007 Government
Day
C. Vernon Gray, Panelist



August 14-16

Maryland Association of Counties Ocean
City, Maryland



August 21, 2007

“Hate & Healing Seminar”
Southern Police District with School
Resource Officers



August 21, 2007

National Association of Human Rights
Workers Meeting
Prince Georges, County



September 20, 2007

Community Conversations on
Immigration Public Forum
C. Vernon Gray, Panelist



September 29, 2007

Housing Fair
Sponsored by Department of Housing &
Community Development
Wilde Lake High School
OHR sponsored information booth

October 11, 2007

Community Action Council Annual
Dinner
Sponsored by Community Action Council



October 13, 2007

Alpha Kappa Alpha Sorority Luncheon
Martin’s West
Baltimore, Maryland



October 15, 2007

FIRN Fundraiser
Jesse Wong Hong Kong
Columbia, Maryland



October 16, 2007

Discussion on Hate Crimes and HBI Task
Force and HCPD General Order #10
Howard County Police Recruits
Clarksville, Maryland



October 17, 2007

County Government Diversity Day
George Howard Building
OHR had informational booth.
C. Vernon Gray, Master of Ceremony



October 19, 2007

Office on Aging – 50+ Expo
Wilde Lake High School

Outreach Activities

October 27, 2007

Mary Campbell was panelist in providing training to lawyers under the Maryland Institute for Continuing Professional Education of Lawyers, Inc. (MICPEL) on Employment Discrimination: Dealing with Administrative Agencies and Handling Litigation in State and Federal Courts.



October – December 2007

County Government United Way Campaign
“Every Contribution Helps”
C. Vernon Gray, Coordinator, Evelyn Boulware, Co-Coordinator



November 7, 2007

Diversity Forum
Howard County Police Academy #31
Public Safety Training Facility
C. Vernon Gray, Mary Campbell and representatives from immigrant community



Mary Campbell

Secretary of Maryland Chapter of National Association of Human Rights Workers (NAHRW)



Charlotte Beckenstein

Secretary, Coalition Opposed to Violence and Extremism



C. Vernon Gray

Monthly Meetings:

Committee on Business and Economic Diversity

Equity Council – Howard County School System Committee to address issue of diversity

Maryland Association of Human Rights Agencies

Howard County Historical and Cultural Heritage Association

Community Action Council

Quarterly Meetings:

Healthy Families Howard County

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Superintendent District Council
Committee met to discuss issues with Superintendent and other school officials.

Events/ Activities



Above, from left: Commissioner. Sung Chun; C. Vernon Gray, Administrator

Housing Fair

The Office of Human Rights participated in the “Come Home to Howard” Housing Fair sponsored by the Department of Housing and Community Development at Oakland Mills and Wilde Lake High Schools



OHR display booth

Below, housing fair participants.



Training



Above: Mrs. Sue Song, Academy 30 and young people showing the class typical Korean garb.

Diversity Training for Police Recruits

C. Vernon Gray and Mary M. Campbell conduct day long training with Howard County Police recruits on immigrant issues and concerns. Immigrant representatives discuss issues with recruits of Academy 30.



Below: Academy 30 during Diversity Training



Above: Mrs. Sue Song explains Korean Culture to the recruits.

Diversity Training

Goal: To provide information about particular cultures and ethnic groups to the Howard County Police Department Academy Class in order to sensitize them to the diversity of Howard County

Schedule

July 3, 2007

8:00 a.m.	Dr. Sue Song (Korea)
9:00 a.m.	Mr. Nayab Siddiqui and Mr. Irfan Malik (Pakistan/Islam)
10:00 a.m.	Mrs. Amsale Bagale (Ethiopia)
11:00 a.m.	Mrs. Seema Agarwal-Harding (India)
1:00 p.m.	Reverend Walter Rodriguez (Hispanic-Latino)
2:00 p.m.	Mrs. Emily Lee, Dr Wen Pan and Mrs. Bianca Chang (Chinese)



Schedule

November 2, 2007

8:00 a.m.	Dr. SangKyun Shin and Mr. Ki W. Hahm (Korea)
9:00 a.m.	Mr. Irfan Malik and Mr. Raghid Shourbaji (Pakistan/Islam)
10:00 a.m.	Reverend Walter Rodriguez (Hispanic/Latino)
11:00 a.m.	Mr. Sam Buma (Cameroon)
1:00 p.m.	Mrs. Mitra Basu (India)
2:00 p.m.	Mrs. Emily Lee, Dr Wen Pan and Mrs. Bianca Chang (Chinese)

PROFESSIONAL DEVELOPMENT

Professional Development Conferences/Meetings

Conference/ Meeting	Date	Summary	Attendee(s)
Coalition Opposed to Violence and Extremism (COVE) Anti-Hate Summit UMBC Catonsville, Maryland	May 1, 2007	On May 1, 2007, the Coalition Opposed to Violence and Extremism (COVE) presented its seventh annual Anti-Hate Crimes Summit. Workshops conducted were: <ul style="list-style-type: none"> • Gang Awareness in MD • Advanced Police Response to Hate Incidents/Crimes • Hate Crime Reporting Systems and Statistics • Federal Hate Crime Investigation • Church Arson, Firebombing, Incendiary Devises use in Hate Crimes Nationally 	Mary M. Campbell Mabel Canada C. Vernon Gray Charlotte Beckenstein
EEOC Training Conference Memphis, TN	June 5-7, 2007	On June 5 -7, 2007, the Equal Employment Opportunity Commission (EEOC) – Fair Employment Practices Agencies (FEPA) held its annual training conference in Memphis, Tennessee. The 2007 theme was <i>Combating Discrimination in the Workplace in</i>	Mary M. Campbell Mabel Canada C. Vernon Gray
Governor's Emergency Preparedness Conference	June 6, 2007	Communication training for Culturally Diverse Population during emergencies	Phillip Wise

Professional Development Conferences/Meetings

Conference/ Meeting	Date	Summary	Attendee(s)
Association of Community Services Columbia, MD	Sept. 9, 2007	Panel discussion on media.	Mabel Canada
EEOC/FEPA Mini Conference Rehoboth Beach, DE	Sept. 10-11, 2007	On September 10 and 11, 2007, the meeting of the Philadelphia District and the Baltimore Field Office EEOC/FEPA Mini-conference was held in Rehoboth Beach, Delaware.	Mary Campbell
National Association of Human Rights Agencies and International Association of Human Rights Workers Annual Conference Atlanta, GA	Sept. 16 - 18, 2007	The historic first annual joint National Association of Human Rights Workers (NAHRW) and the International Association of Official Human Rights Agencies (IAOHRA) Conference was held on September 16 – 21, 2007 in Atlanta, Georgia. The theme was <i>On the Road to Civil Rights: A Revival of Heart, Mind and Soul</i> .	Mary Campbell C. Vernon Gray
The Public Information Act	Sept. 20, 2007	Focused on the do's and don'ts of how County departments respond to request for records under the Public Information Act.	Phillip Wise

Professional Development Conferences/Meetings

Conference / Meeting	Date	Summary	Attendee(s)
American Disability Act Forum BWI Marriott Linthicum, MD	Sept. 28, 2007	Update on case law of Americans with Disabilities Act.	Mabel Canada
Women's Peace Conference Washington, DC	Oct. 19, 2007	Focus on peace between Israel and Palestine	Mabel Canada
Maryland Mediation and Conflict Resolution conference BWI Marriott Linthicum, MD	Oct. 30, 2007	Panel discussion on mediation and conflict updates and honoring Judge Robert Bell	Mabel Canada
EEOC Conference Phoenix, AZ	Oct., 2007	EEOC Training Institute for Advanced Investigative Training in the areas of race, color and religion.	Mary Campbell Walter Shook
Command Spanish Training Columbia, MD	Fall 2007	Spanish language training for requesting personal information and data.	Charlotte Beckenstein Evelyn Boulware Mary Campbell Mabel Canada Kathy Darity



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Howard County, Office of Human Rights

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